2009 Annual Report
Boulder Pride

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Boulder Pride’s Vision and Mission

The vision of Boulder Pride is that Boulder County serve as a model of equality, respect, and well-being for lesbian, gay, bisexual, transgendered, and questioning (LGBTQ) people.

To achieve our vision, our mission is to foster safe environments for self-expression, gathering, support, and dialogue; advocate for social justice; collaborate with others who share our vision; celebrate the contributions of the many facets of our community; and educate the public about the experiences of LGBTQ people.

Letter from the President

Boulder Pride had another great year in 2009. As I take the reins of the presidency, the organization is experiencing unprecedented strength and stability. This is largely due to the work of our dedicated staff and board of directors. Many thanks to our outgoing president, Amy Zuckerman, for leadership over the last year and for remaining active on the board going forward!

Aicila Lewis, our Executive Director, has continued to head up our organization with great energy and enthusiasm. Under her leadership, we saw an increase in both gross revenue and our bank balances in 2009 in spite of the economic challenges we faced. It says a lot about our community in Boulder that individuals and organizations continue to support the good work of non-profits like Boulder Pride.

Aicila was joined late in 2009 by our new Program Director, Cathy Busha. Cathy brings much experience to Boulder Pride from leadership positions she has held at LGBTQ organizations in Colorado and Arizona. We hope you will get to know Cathy and her partner Anna...welcome to the Boulder Pride family!

2009 Highlights:

BOLD Youth Film Project This project completed its 4th cycle in late 2009, and the films were screened in a joint event with Bent Lens Cinema to great acclaim. Libby Mann continues to run a great program for our youth, and the queer youth filmmakers overwhelmingly expressed feeling supported and engaged by the program and their community.

SpeakingOUT engagements Throughout the year, classroom visits continued at a brisk pace with 80 delivered sessions. We have been getting amazing feedback on the success of our speakers’ bureau.

Healthy Living By organizing diverse community events, Boulder Pride’s Health and Wellness program builds positive community and addresses the physical, emotional, spiritual and financial health of LGBTQ people and our allies.

Social Justice Boulder Pride continues to help the community speak out on critical social justice issues. In 2009 we led a statewide census education project that identified people interested in volunteering and getting active with the movement.

Collaboration and Outreach Boulder Pride has been partnering with allied groups and organizations on key events. In 2009 these collaborations included mobilizing our straight allies, participating in the Cesar Chavez celebration, and working with VOICE (an immigrant youth group), OASOS (Boulder County’s LGBTQ youth group), Bent Lens Cinema, Boulder County Aging Services, and Boulder Valley and St. Vrain Safe Schools Coalitions. We also increased our programming for East Boulder County communities by organizing several events in Longmont and Lafayette.

Our ongoing work with the Gill Foundation has been helping us tremendously as we build our capacity to serve the county, and we are grateful for their critical support.

We at Boulder Pride feel honored to be in a position to support the concerns of the LGBTQ citizens in this wonderful community. We will continue to strive to live up to this awesome responsibility, and invite all of you to join us as we move forward with exciting plans for 2010.

2009 Highlights:

Donations Are Critical to Our Success

It’s easy to give to Boulder Pride, and your tax-deductible donations are much appreciated. You can send a check or donate via PayPal on our website:

http://www.boulderpride.org/bp/support/donate.html

Contact the office to become a monthly subscription donor. Thanks to all our generous donors!

Dave Ensign
President
Boulder Pride Programs

Programs sponsored by Boulder Pride are tightly aligned to our Mission and Vision. To achieve equality, respect, and well-being for LGBTQ and Allied people in Boulder County:

- **Boulder Pride fosters safe environments for the LGBTQ community for gathering, support, self-expression, and dialogue.**

  Our Pride House Community Center provides a safe space for LGBTQ community groups to meet, and for hosting community empowerment and advocacy events. The Center is open and utilized seven days a week, both during the day and evening. Additionally, Boulder Pride provided assistance to close to 800 individuals in 2009.

- **Boulder Pride advocates for social justice by building collaborative relationships within the community at large.**

  Boulder Pride advocates on behalf of the local LGBTQ community for state and local legislative issues that have a direct impact on the lives of LGBTQ individuals in Boulder County. In 2009 our advocacy efforts ranged from local initiatives in partnership with a broad coalition of organizations; forming a statewide action network with other LGBTQ organizations; co-sponsoring Martin Luther King Jr Day and Cesar Chavez Celebration events; and supporting local groups in their efforts to improve the quality of life in Boulder County for all people.

- **Boulder Pride regularly comments in the media, and is often consulted due to our increased visibility and community mobilization efforts.**

  Boulder Pride participates in Statewide LGBT Centers Action Group, Gill Foundation Leadership Convenings, Boulder Valley and St Vrain Safe Schools Coalitions, Boulder Community United, Strategies to End Oppression, a variety of local partnership-building opportunities with other organizations working in the progressive and/or LGBTQ community, and C3 Roundtable.

- **Boulder Pride encourages Healthy Living.**

  Building on our successful SmokeFree GLBT program, Boulder Pride is expanding the Healthy Living program to address more aspects of health and fitness interests in our community.

- **Boulder Pride celebrates the uniqueness, diversity, and contributions of our community.**

  Our annual signature events, the Red Party and PrideFest Block Party, are held in the heart of Boulder. These events provide visibility and community building for the entire LGBTQ community and its allies in Boulder County. Block Party draws over 150 sponsors and vendors and 2,000 attendees annually.

  In an ongoing effort to build community by bringing together diverse persons from within and outside of the LGBTQ community, Boulder Pride has a very robust events and activities calendar. In addition to monthly happy hours, we host an annual Garden Party and an annual Wine Tasting. The PWord Party is our women-focused event.

  As the hub of LGBTQ information in Boulder County, Boulder Pride publishes a weekly newsletter that features events, news and programs of interest to Boulder County’s LGBTQ community. Additionally, Boulder Pride publishes a weekly, engaging blog (boulderpride.blogspot.com) and maintains an active Facebook page and Twitter account.

- **Boulder Pride serves youth with Boulder Out Leadership Development (BOLD).**

  Through BOLD, Boulder Pride offers opportunities for leadership, social justice education and advocacy, volunteer work, social events, and special projects. BOLD helps youth thrive and flourish in their personal lives and beyond. Reaching out to local LGBTQ youth, Boulder Pride offers a workshop to teach youth, our future filmmakers, visual artists, and community leaders, how to communicate their lives and experiences through videography. This hands-on approach to media education teaches the concepts of media literacy and theory though the process of scripting, shooting, editing and screening a movie. The ideas and methods contained in the global curriculum are based in a belief that every youth has an amazing story to tell and to empower LGBTQ youth to have a voice in the global media dialogue and in their local communities.

- **Boulder Pride offers a Workplace Education Project.**

  Boulder Pride formed WEP to address repeated reports from constituents that Boulder County residents have been harassed, fired, and denied equal opportunity in their workplace because of their actual or perceived gender identity and/or sexual orientation. We provide training to businesses on how to create a workplace that is safe and welcoming to everyone, while abiding by Colorado's Employment Non-Discrimination Act.

- **Boulder Pride educates the public and the LGBTQ community about the issues and concerns affecting our lives.**

  SpeakingOUT is an established and successful all-volunteer LGBTQ educational speakers' bureau. SpeakingOUT's aim is to cultivate awareness and understanding of LGBTQ lives and experiences.

  In 2009, speaker panels visited over 80 classrooms – from middle school through college – to share the life experiences of the LGBTQ community from a first-person perspective. The mission of SpeakingOUT has strong support from Boulder Valley Public Schools.

  Through panel presentations, SpeakingOUT reached approximately 2,000 community members last year. Additionally we also provided trainings on subjects ranging from social justice to religion to educate both our speakers and the community at large.

Boulder Pride thanks its volunteers for their dedication and support. Volunteers help organize and participate in all aspects of the organization's work from programs to events. And a special thank-you goes out to Kirsten Spielmann, Boulder Pride's Program Director from May 2006 through May 2009. Kirsten truly laid the groundwork for the impressive programs described above. We'll miss you, and wish you all the best in future endeavors!

Alicia Lewis and Cathy Busha, Boulder Pride Staff

New Programs in 2010

As we move into 2010, plenty of new and expanded programs are being launched:

- **Boulder Pride will continue to work with local community service organizations to ensure that LGBTQ clients are receiving culturally appropriate services.**

- **Boulder Pride will expand its allies program.**

- **Boulder Pride will partner with VOICE (Voices of Immigrant Children for Education and Equality) to explore the intersectionality of the movements and how we can work together.**

- **Boulder Pride will host the US Holocaust Memorial Museum exhibit, "Nazi Persecution of Homosexuals" in Spring 2011.**

- **Boulder Pride will launch the Ambassadors' Program. Ambassadors are members of the LGBTQ community who volunteer to provide personalized initial points of contact into Boulder LGBTQ community.**

We're excited to work on these new initiatives, and welcome feedback.
Boulder Pride 2009 Financial Report

Boulder Pride had another successful year in 2009 from a financial perspective, with revenue growing 3.9% over 2008. Once again, we finished the year “in the black” with a profit of $872. Total income for the year was $157,917, and the total expenses were $157,045. Although we had projected income growth of 7.5% for 2009, we are proud that as an organization we were able to grow in an economy when many small non-profit organizations have had to face debilitating losses. We owe a debt of gratitude to our generous donors and grantors, as well as to our exceptionally frugal staff, for helping us grow our organization in a struggling economy while maintaining financial strength. Additionally, 2009 was a continuing period of stabilization for Boulder Pride. With Boulder Pride’s vision being stewarded by Executive Director Aicila Lewis, we saw further growth and stabilization on the Board of Directors. We were fortunate to hire Program Director Cathy Busha, who has provided an additional layer of leadership for the organization. Through the tireless efforts of former Treasurer, Dave Ensign, Boulder Pride reviewed financial practices and both formalized and documented financial procedures that will help position Boulder Pride in 2010 for increased stability and continued growth.

Boulder Pride’s revenue fell into 3 major categories: grants, donations, and income from events, programs, and miscellaneous. Events, programs, and miscellaneous made up 15% of our income. This category includes sponsorship of our programs, ticket sales to our events, vendor fees, and a small amount of merchandise sales.

Donations accounted for 33% of our income and came from individual donors in the community as well as our corporate sponsors. Although this represents a small increase in our donor base, we continue to strive to increase the amount of revenue achieved through donations, particularly at the corporate level, and appreciate the help from our community to make that happen.

Grants continue to comprise the largest source of revenue for our organization, at 52% of income. Due to the combined efforts of Aicila Lewis and Cathy Busha, in 2009 Boulder Pride saw continued growth in our ability to bring in grant funding. The sources of our grants were as follows:

- Gill Foundation: $28,985
- GLBT Community Center of Colorado: $19,416
- The Peter and Carmen L. Buck Foundation: $10,000
- City of Boulder: $7,250
- Community Foundation Open Door Fund: $5,000
- Polis Foundation: $5,000
- Bright Mountain Foundation: $3,500
- Community Foundation: $1,500
- Oswald Family Foundation: $1,000
- First Congregational UCC: $500
- Community Trust: $500

In 2010, we will be continuing to work with our existing grantors and focus on expanding the diversity of grant sources. Again, Boulder Pride is eternally grateful for all of the community support we have received to date!

Our expenses continue to reflect Boulder Pride’s priorities, and our programs continue to be the top area where we invest our dollars. 42% of our expenditures went to our core programs, and another 13% to communications including community outreach. The BOLD program took the No. 1 spot in expenditures, with two successful film projects occurring within the fiscal year. BOLD was followed by SmokeFree GLBT, SpeakingOut, and the Workplace Equality Project. Issues advocacy, and other programs (such as discussion groups), each took up 3% of our expenses. Boulder Pride committed the second largest amount, 21% of 2009 expenditures, to cover event costs. Our signature events such as PrideFest and The Red Party brought in significant individual and corporate donations. Boulder Pride’s fundraising (including grant writing) and administrative costs remained steady in 2009, at 8% each. Finally, efforts toward volunteer management took up 3% of our budget. We are proud of our ability to keep Boulder Pride’s overhead costs low, as demonstrated by the reduction of our fundraising and administrative costs this year.

Plans for 2010

Boulder Pride’s budget for 2010 reflects a focus on sustainability and conservative growth. We did not project growth in 2010 relative to the 2009 budget — but did plan for growth of approximately 3% based upon actual income in 2009. We are confident we are well-poised to achieve this plan due to the following:

- Strength and continuity in Boulder Pride staff at the Executive Director and Program Director levels
- Continued growth and stability of our Board of Directors, and a shared commitment with staff to diversify funding sources
- Increased funding for our services and programs
- Overwhelming community desire to participate in some of our signature programs such as SmokeFree, and BOLD’s youth film and video project
- Expanded partnerships with other community, corporate, City, and County government organizations
- We will be reaching out to all of our generous supporters to help us as we grow stronger over the next year and beyond.

George Schafer, Treasurer

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Volunteer Program

The scope of Boulder Pride's work cannot be accomplished without the support of hundreds of volunteer hours. Boulder Pride also has numerous community volunteers who help with administrative tasks, publicity, events, and programming. In 2009, Boulder Pride volunteers contributed 4,450 hours of work valued at $92,000.

Our History

In 1994, several community organizations in the City of Boulder collaborated on a series of events to celebrate Gay Pride. This collective was called Boulder Pride. As the LGBTQ community grew, the need for Boulder Pride to broaden its purpose grew as well. In 1999, Pride became a state tax-exempt organization. In 2001, Pride received a three-year grant from the Gill Foundation to secure a community center and start offering services to the LGBTQ community. The Community Center opened officially in 2004 and Pride began offering direct services to LGBTQ youth in Boulder County. Through the consistent and dedicated efforts of Boulder Pride's board, staff, and community, Boulder Pride has steadily grown every year, thus, being able to provide a more diverse array of services and programs to its constituents.

2009 Individual Donors

Honey Ajebiech
Anonymous
Christie M. Baryames
Robert Ben/Bud Coleman
Martin & Louise Bickman
Sandra Bish
Rose Bodin
Janis Bohan/Glenda Russell
Thomas Bohlinger/Neil Fishman
Thomas L. Bolt
Kimberly Bowman
Richard Brew
Michael Brewer
Steven C. Briggs
Keith Brown/Ramon Diaz
Paul Brown
Mary & James Butler
Gerry Callejo/Michael May
Michael Catalano
David Chadwick
Mark & Judith Jacobsen
Robin Chauvin
Catherine Chipman
Perry Cipolletti/Matt Patrick
Ginny Corsi
Jennifer Crist

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Teresa De Anni/Anne Stockham
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Jennifer & Jackson Dreiling
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Lin Erhardt
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Allyn Feinberg
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Franklin
Dan Friedlander
John P. Guido
Casey Gallagher/Andrew
Burwick
Martin Gerra
Ron & Jennifer Gould
Liz Gould
Shirley Grayce
Angela Green
Kaylin & Kimala Grey
Ellen Greenhouse/Lester Wall
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Mark Kille
Kim Kinzie
Kari Klein/Keith Short
Jennifer Koth
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Tim Leifeld
Travis Leiker
Daniel Merritt LeSatz
Tina Leventhal
Sonya Lewis
Charles & Gretchen Lobitz
Eric Lowe
Athena Lund
Mary & Chris Malley
Nancy Maron
Noel Maye
Neal McDonald/Holly Lewis
Ray McCarus
Dennis McWhorter
Jim Meixner
William Monroe
Robert Morehouse
Laura Murray
Elizabeth Neumann
Susan Nickerson
Ann Noonan
Ellen Orleans
Jared Polis/Maxlon Reis
David Proper
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Keith Robbins
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Anna Ropp
Bryan Russell
Peter Salas
Schott Schell
Susan Schmidt
Stephen & Susan Schutz
Steven & Mary Shurtleff
Joel Silverman
Mary & Andy Skumanich
Brett Smith/Lisa Sydow
Kirsten Spielmann
Rita Stanford
Gregory Steinwand
Wendy Stern
Carol & Eckland Stuttman
Tony Talent/George Schafer
Alexandria Taylor
Lisa Tedesco
Ryan Van Duzer
Preston Vaughn
Helen Wagner
Mary Anne & Leonard Wall
Diane Ward
Cathy West
Stephen White
Diane Wild
Stephanie Wolenshek
Bruce Williams
Jim Williamson, Matt Thayer
Julie Wolny
Phillip Wong
Amy Zuckerman/Ronica Roth

2009 Corporate Donors

96.7 FM The Party
A Simple Twist
Altitude Spirits
AM760
An Extra Hand
Avery Brewing Co.
Babes Around Denver LLC
Barefoot Wine
Bent Lens Cinema, Inc.
Bhakti Chai
Bitchin' Boxers
Boulder Financial Reality
Boulder Happy Hour
Boulder Valley Center for Dermatology
Boulder Valley Women's Health Center
Boulder Wine Merchant
Brin Rose Bed and Breakfast
Ciolo Foods
The Daily Camera
DBA Center for Spiritual Living, Boulder Valley

Denver Center For Performing Arts
Doublertree Denver Tech Center
English Retreats
European Flowershop
Fiori Flowers
Faze
The Gender Identity Center of Colorado
Gill Foundation
Good Search
Hapa Sushi
Hunter
Izadora Arielle Photography
J's Jewelry Designs
JordanSade, LLC
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KGNU
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Mark H. Carson & Associates, PC
Marrianna's
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OutFront Colorado
Peppercom
Pinpoint Advertising, LLC
Roche Colorado Corporation
Safehouse Progressive Alliance for Nonviolence
Southwest Airlines
Sportique Scooters Boulder, LLC
Sunflower Market
Sweet Caribbean Cruise
Teatro
Twisted Pine Brewery
Two Dragons, LLC
Whole Foods
The Wine Merchant

THANKS TO BOULDER COUNTY FOR MAKING 2009 A BANNER YEAR FOR BOULDER PRIDE!!!